

Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014
(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)

Major Occupational Group Summary

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replace-ments ⁽²⁾	Total ⁽³⁾	Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
00-0000	Total, All Occupations	283,330	312,660	29,330	10.4%	2,930	6,840	9,770	\$34,523	\$8.29	\$20.75
11-0000	Management Occupations	10,050	11,320	1,270	12.6%	130	190	320	\$80,239	\$20.20	\$47.76
13-0000	Business and Financial Operations Occupations	10,130	11,770	1,640	16.2%	160	190	350	\$48,302	\$13.36	\$28.15
15-0000	Computer and Mathematical Occupations	3,760	4,640	880	23.4%	90	50	140	\$55,337	\$16.96	\$31.43
17-0000	Architecture and Engineering Occupations	5,260	5,740	480	9.1%	50	120	170	\$53,070	\$16.53	\$30.01
19-0000	Life, Physical, and Social Science Occupations	2,180	2,500	320	14.7%	30	50	80	\$53,870	\$15.54	\$31.08
21-0000	Community and Social Services Occupations	4,820	5,620	800	16.6%	80	90	170	\$38,231	\$10.87	\$22.14
23-0000	Legal Occupations	960	1,120	160	16.7%	20	10	30	\$61,578	\$14.69	\$37.06
25-0000	Education, Training, and Library Occupations	13,380	15,570	2,190	16.4%	220	280	500	\$41,251	\$11.66	\$23.92
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	3,680	4,160	480	13.0%	50	70	120	\$35,664	\$9.01	\$21.21
29-0000	Healthcare Practitioners and Technical Occupations	11,590	14,750	3,160	27.3%	320	210	530	\$54,345	\$13.15	\$32.62
31-0000	Healthcare Support Occupations	7,260	9,200	1,940	26.7%	190	110	300	\$24,170	\$9.02	\$12.92
33-0000	Protective Service Occupations	4,220	4,530	310	7.3%	30	120	150	\$33,028	\$8.97	\$19.33
35-0000	Food Preparation and Serving Related Occupations	23,590	26,980	3,390	14.4%	340	940	1,280	\$16,706	\$5.90	\$9.10
37-0000	Building and Grounds Cleaning and Maintenance Occupations	9,320	10,850	1,530	16.4%	150	190	340	\$22,152	\$7.24	\$12.35
39-0000	Personal Care and Service Occupations	6,920	8,330	1,410	20.4%	140	160	300	\$19,757	\$6.71	\$10.89
41-0000	Sales and Related Occupations	26,870	29,020	2,150	8.0%	220	900	1,120	\$31,788	\$7.01	\$19.42
43-0000	Office and Administrative Support Occupations	46,100	47,780	1,680	3.6%	170	1,060	1,230	\$27,888	\$8.95	\$15.64
45-0000	Farming, Fishing, and Forestry Occupations	350	380	30	8.6%	<5	10	10	\$28,158	\$8.43	\$16.09
47-0000	Construction and Extraction Occupations	14,230	16,690	2,460	17.3%	250	280	530	\$41,032	\$12.96	\$23.11
49-0000	Installation, Maintenance, and Repair Occupations	12,520	13,740	1,220	9.7%	120	280	400	\$38,425	\$12.15	\$21.64
51-0000	Production Occupations	42,970	42,800	-170	-0.4%	<5	1,020	1,020	\$32,248	\$10.07	\$18.22
53-0000	Transportation and Material Moving Occupations	23,160	25,180	2,020	8.7%	200	510	710	\$29,072	\$8.30	\$16.81

See Notes At End of Workbook

Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014
(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)

Top 50 Occupations with the Most New Jobs

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
29-1111	Registered Nurses	3,870	5,120	1,250	32.3%	130	80	210	Associate or Bachelor's degree ⁽⁸⁾	\$53,212	\$20.38	\$28.18
41-2031	Retail Salespersons	8,650	9,840	1,190	13.8%	120	320	440	Short-term on-the-job training	\$24,274	\$6.89	\$14.06
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	5,050	5,880	830	16.4%	80	100	180	Short-term on-the-job training	\$22,290	\$7.51	\$12.32
43-4051	Customer Service Representatives	4,670	5,490	820	17.6%	80	70	150	Moderate-term on-the-job training	\$29,010	\$9.59	\$16.12
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	5,020	5,800	780	15.5%	80	220	300	Short-term on-the-job training	\$15,345	\$5.94	\$8.10
35-3031	Waiters and Waitresses	5,000	5,770	770	15.4%	80	260	340	Short-term on-the-job training	\$14,337	\$5.89	\$7.40
53-3032	Truck Drivers, Heavy and Tractor-Trailer	4,920	5,560	640	13.0%	60	80	140	Moderate-term on-the-job training	\$37,536	\$13.08	\$20.53
31-1012	Nursing Aides, Orderlies, and Attendants	3,780	4,380	600	15.9%	60	50	110	Postsecondary vocational training	\$23,001	\$9.34	\$11.92
31-1011	Home Health Aides	1,020	1,560	540	52.9%	50	10	60	Short-term on-the-job training	\$18,989	\$7.20	\$10.10
47-2031	Carpenters	2,600	3,120	520	20.0%	50	40	90	Long-term on-the-job training	\$40,141	\$13.29	\$22.30
39-9021	Personal and Home Care Aides	1,270	1,750	480	37.8%	50	20	70	Short-term on-the-job training	\$18,906	\$7.37	\$9.95

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		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
43-4171	Receptionists and Information Clerks	2,480	2,910	430	17.3%	40	60	100	Short-term on-the-job training	\$23,106	\$8.36	\$12.48
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	3,360	3,760	400	11.9%	40	90	130	Moderate-term on-the-job training	\$56,172	\$15.37	\$32.82
11-1021	General and Operations Managers	2,870	3,250	380	13.2%	40	50	90	Bachelor's or higher degree + work experience	\$87,297	\$21.85	\$52.03
13-2011	Accountants and Auditors	1,930	2,250	320	16.6%	30	40	70	Bachelor's degree	\$54,266	\$18.31	\$29.98
25-9041	Teacher Assistants	2,000	2,320	320	16.0%	30	40	70	Associate degree	\$21,870	Not Available	Not Available
43-6011	Executive Secretaries and Administrative Assistants	3,020	3,340	320	10.6%	30	60	90	Moderate-term on-the-job training	\$32,254	\$11.32	\$17.60
53-3033	Truck Drivers, Light or Delivery Services	2,250	2,570	320	14.2%	30	20	50	Short-term on-the-job training	\$23,709	\$7.17	\$13.51
35-3011	Bartenders	2,460	2,760	300	12.2%	30	100	130	Short-term on-the-job training	\$16,334	\$6.18	\$8.69
25-2021	Elementary School Teachers, Except Special Education	2,260	2,550	290	12.8%	30	50	80	Bachelor's degree	\$40,663	Not Available	Not Available
37-3011	Landscaping and Groundskeeping Workers	1,520	1,810	290	19.1%	30	30	60	Short-term on-the-job training	\$21,949	\$7.37	\$12.14
51-2092	Team Assemblers	4,360	4,650	290	6.7%	30	110	140	Moderate-term on-the-job training	\$28,571	\$8.66	\$16.27

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		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
37-2012	Maids and Housekeeping Cleaners	2,080	2,360	280	13.5%	30	40	70	Short-term on-the-job training	\$17,145	\$6.85	\$8.94
47-2111	Electricians	1,930	2,210	280	14.5%	30	40	70	Long-term on-the-job training	\$44,188	\$15.18	\$24.28
53-7064	Packers and Packagers, Hand	2,710	2,990	280	10.3%	30	50	80	Short-term on-the-job training	\$22,448	\$7.42	\$12.48
39-9011	Child Care Workers	1,340	1,610	270	20.1%	30	40	70	Short-term on-the-job training	\$17,640	\$6.82	\$9.31
35-2021	Food Preparation Workers	1,510	1,770	260	17.2%	30	50	80	Short-term on-the-job training	\$17,600	\$6.46	\$9.46
47-2152	Plumbers, Pipefitters, and Steamfitters	1,270	1,530	260	20.5%	30	30	60	Long-term on-the-job training	\$48,117	\$16.56	\$26.42
31-9092	Medical Assistants	520	770	250	48.1%	30	10	40	Moderate-term on-the-job training	\$26,756	\$10.88	\$13.86
43-9061	Office Clerks, General	4,670	4,920	250	5.4%	30	100	130	Short-term on-the-job training	\$23,089	\$8.05	\$12.63
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	1,510	1,750	240	15.9%	20	40	60	Work experience in a related occupation	\$27,211	\$9.52	\$14.86
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	760	1,000	240	31.6%	20	10	30	Long-term on-the-job training	\$44,518	\$14.59	\$24.81
49-9042	Maintenance and Repair Workers, General	2,990	3,230	240	8.0%	20	60	80	Long-term on-the-job training	\$37,195	\$12.76	\$20.44

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		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	5,550	5,780	230	4.1%	20	180	200	Short-term on-the-job training	\$23,729	\$7.66	\$13.28
25-2011	Preschool Teachers, Except Special Education	800	1,020	220	27.5%	20	10	30	Bachelor's degree	\$23,410	\$7.51	\$13.13
35-2014	Cooks, Restaurant	1,400	1,620	220	15.7%	20	40	60	Long-term on-the-job training	\$18,893	\$6.93	\$10.16
49-3023	Automotive Service Technicians and Mechanics	1,570	1,790	220	14.0%	20	40	60	Postsecondary vocational training	\$33,084	\$9.88	\$18.92
35-9021	Dishwashers	1,350	1,560	210	15.6%	20	50	70	Short-term on-the-job training	\$14,143	\$5.87	\$7.26
31-9091	Dental Assistants	520	720	200	38.5%	20	20	40	Moderate-term on-the-job training	\$32,716	\$11.06	\$18.06
43-3031	Bookkeeping, Accounting, and Auditing Clerks	4,440	4,640	200	4.5%	20	80	100	Moderate-term on-the-job training	\$28,190	\$9.51	\$15.58
47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers	1,060	1,260	200	18.9%	20	20	40	Work experience in a related occupation	\$59,993	\$20.13	\$33.20
15-1051	Computer Systems Analysts	910	1,100	190	20.9%	20	10	30	Bachelor's degree	\$64,597	\$21.20	\$35.98
25-2031	Secondary School Teachers, Except Special and Vocational Education	1,850	2,040	190	10.3%	20	50	70	Bachelor's degree	\$42,717	Not Available	Not Available
15-1031	Computer Software Engineers, Applications	500	680	180	36.0%	20	10	30	Bachelor's degree	\$63,816	\$22.15	\$34.95

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		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
29-2021	Dental Hygienists	460	630	170	37.0%	20	<5	20	Associate degree	\$56,739	\$24.34	\$28.75
21-1093	Social and Human Service Assistants	660	820	160	24.2%	20	10	30	Moderate-term on-the-job training	\$28,212	\$9.56	\$15.56
35-2011	Cooks, Fast Food	1,020	1,180	160	15.7%	20	30	50	Short-term on-the-job training	\$15,805	\$6.16	\$8.32
43-3011	Bill and Account Collectors	640	800	160	25.0%	20	10	30	Short-term on-the-job training	\$27,722	\$10.73	\$14.63
43-3071	Tellers	1,460	1,620	160	11.0%	20	70	90	Short-term on-the-job training	\$20,531	\$8.79	\$10.41
53-3022	Bus Drivers, School	840	1,000	160	19.0%	20	20	40	Short-term on-the-job training	\$24,722	\$8.77	\$13.45
Sub-Set Totals (Top 50)		120,680	138,840	18,160	15.0%	1,840	3,020	4,860				
Overall Totals		283,330	312,660	29,330	10.4%	2,930	6,840	9,770				
Percent of Overall		42.6%	44.4%	61.9%		62.8%	44.2%	49.7%				

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Top 50 Fastest Growing Occupations (with at least 200 jobs in 2014)

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		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
15-1081	Network Systems and Data Communications Analysts	250	400	150	60.0%	20	<5	20	Bachelor's degree	\$58,853	\$18.70	\$33.09
31-1011	Home Health Aides	1,020	1,560	540	52.9%	50	10	60	Short-term on-the-job training	\$18,989	\$7.20	\$10.10
31-9092	Medical Assistants	520	770	250	48.1%	30	10	40	Moderate-term on-the-job training	\$26,756	\$10.88	\$13.86
15-1032	Computer Software Engineers, Systems Software	150	210	60	40.0%	10	<5	10	Bachelor's degree	\$63,469	\$22.20	\$34.67
31-9091	Dental Assistants	520	720	200	38.5%	20	20	40	Moderate-term on-the-job training	\$32,716	\$11.06	\$18.06
39-9021	Personal and Home Care Aides	1,270	1,750	480	37.8%	50	20	70	Short-term on-the-job training	\$18,906	\$7.37	\$9.95
29-1122	Occupational Therapists	240	330	90	37.5%	10	<5	10	Master's degree	\$55,310	\$20.94	\$29.42
29-2021	Dental Hygienists	460	630	170	37.0%	20	<5	20	Associate degree	\$56,739	\$24.34	\$28.75
15-1031	Computer Software Engineers, Applications	500	680	180	36.0%	20	10	30	Bachelor's degree	\$63,816	\$22.15	\$34.95
29-2071	Medical Records and Health Information Technicians	290	390	100	34.5%	10	<5	10	Associate degree	\$26,469	\$9.83	\$14.18
15-1071	Network and Computer Systems Administrators	440	590	150	34.1%	20	10	30	Bachelor's degree	\$56,182	\$19.29	\$30.87
29-2034	Radiologic Technologists and Technicians	340	450	110	32.4%	10	10	20	Associate degree	\$43,464	\$18.13	\$22.28

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29-1111	Registered Nurses	3,870	5,120	1,250	32.3%	130	80	210	Associate or Bachelor's degree ⁽⁸⁾	\$53,212	\$20.38	\$28.18
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	760	1,000	240	31.6%	20	10	30	Long-term on-the-job training	\$44,518	\$14.59	\$24.81
29-1123	Physical Therapists	290	380	90	31.0%	10	<5	10	Master's degree	\$62,584	\$23.24	\$33.51
13-2052	Personal Financial Advisors	200	260	60	30.0%	10	<5	10	Bachelor's degree	\$70,193	\$18.11	\$41.56
29-2011	Medical and Clinical Laboratory Technologists	270	350	80	29.6%	10	10	20	Bachelor's degree	\$48,585	\$19.06	\$25.50
31-9094	Medical Transcriptionists	360	460	100	27.8%	10	10	20	Postsecondary vocational training	\$27,750	\$11.40	\$14.31
29-2012	Medical and Clinical Laboratory Technicians	180	230	50	27.8%	10	10	20	Associate degree	\$31,942	\$12.77	\$16.65
47-3012	Helpers--Carpenters	180	230	50	27.8%	10	10	20	Short-term on-the-job training	\$21,632	\$7.57	\$11.82
25-2011	Preschool Teachers, Except Special Education	800	1,020	220	27.5%	20	10	30	Bachelor's degree	\$23,410	\$7.51	\$13.13
13-1071	Employment, Recruitment, and Placement Specialists	300	380	80	26.7%	10	10	20	Bachelor's degree	\$47,131	\$13.36	\$27.31
23-2011	Paralegals and Legal Assistants	190	240	50	26.3%	10	<5	10	Associate degree	\$34,080	\$13.56	\$17.80
43-4111	Interviewers, Except Eligibility and Loan	310	390	80	25.8%	10	10	20	Short-term on-the-job training	\$24,521	\$8.75	\$13.31

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11-9111	Medical and Health Services Managers	350	440	90	25.7%	10	10	20	Bachelor's or higher degree + work experience	\$77,700	\$27.06	\$42.51
53-3041	Taxi Drivers and Chauffeurs	350	440	90	25.7%	10	<5	10	Short-term on-the-job training	\$17,980	\$6.87	\$9.53
43-3011	Bill and Account Collectors	640	800	160	25.0%	20	10	30	Short-term on-the-job training	\$27,722	\$10.73	\$14.63
47-2181	Roofers	280	350	70	25.0%	10	10	20	Moderate-term on-the-job training	\$34,362	\$12.03	\$18.77
21-1022	Medical and Public Health Social Workers	160	200	40	25.0%	<5	<5	<5	Master's degree	\$38,449	\$13.03	\$21.21
47-2051	Cement Masons and Concrete Finishers	530	660	130	24.5%	10	10	20	Moderate-term on-the-job training	\$34,470	\$10.93	\$19.39
29-2052	Pharmacy Technicians	490	610	120	24.5%	10	10	20	Moderate-term on-the-job training	\$23,234	\$8.96	\$12.28
29-1051	Pharmacists	370	460	90	24.3%	10	10	20	First professional degree	\$88,179	\$32.12	\$47.53
21-1093	Social and Human Service Assistants	660	820	160	24.2%	20	10	30	Moderate-term on-the-job training	\$28,212	\$9.56	\$15.56
47-2221	Structural Iron and Steel Workers	250	310	60	24.0%	10	10	20	Long-term on-the-job training	\$42,933	\$13.91	\$24.00
49-9052	Telecommunications Line Installers and Repairers	430	530	100	23.3%	10	10	20	Long-term on-the-job training	\$32,500	\$11.56	\$17.66
25-2041	Special Education Teachers, Preschool, Kindergarten, and Elementary School	260	320	60	23.1%	10	10	20	Bachelor's degree	\$41,288	Not Available	Not Available

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		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
47-2021	Brickmasons and Blockmasons	400	490	90	22.5%	10	10	20	Long-term on-the-job training	\$45,038	\$16.40	\$24.28
39-1021	First-Line Supervisors/Managers of Personal Service Workers	270	330	60	22.2%	10	10	20	Work experience in a related occupation	\$31,787	\$11.49	\$17.18
19-3031	Clinical, Counseling, and School Psychologists	190	230	40	21.1%	<5	<5	<5	Doctoral degree	\$60,107	\$20.57	\$33.06
15-1051	Computer Systems Analysts	910	1,100	190	20.9%	20	10	30	Bachelor's degree	\$64,597	\$21.20	\$35.98
47-2152	Plumbers, Pipefitters, and Steamfitters	1,270	1,530	260	20.5%	30	30	60	Long-term on-the-job training	\$48,117	\$16.56	\$26.42
29-2041	Emergency Medical Technicians and Paramedics	690	830	140	20.3%	10	10	20	Postsecondary vocational training	\$22,755	\$7.47	\$12.68
39-9011	Child Care Workers	1,340	1,610	270	20.1%	30	40	70	Short-term on-the-job training	\$17,640	\$6.82	\$9.31

Also included in the top fifty but not shown to protect the confidentiality of employers are the following occupations:

29-2055	Surgical Technologists	*	*	*	*	10	<5	10	Postsecondary vocational training	*	*	*
25-1191	Graduate Teaching Assistants	*	*	*	*	10	10	20	Bachelor's degree	*	*	*
41-9011	Demonstrators and Product Promoters	*	*	*	*	10	<5	10	Moderate-term on-the-job training	\$17,412	\$6.39	\$9.36
25-1194	Vocational Education Teachers, Postsecondary	*	*	*	*	10	10	20	Work experience in a related occupation	*	*	*

Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014
(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)

Top 50 Fastest Growing Occupations (with at least 200 jobs in 2014)

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
25-1071	Health Specialties Teachers, Postsecondary	*	*	*	*	10	10	20	Master's degree	*	*	*
49-3011	Aircraft Mechanics and Service Technicians	*	*	*	*	10	10	20	Postsecondary vocational training	*	*	*
39-2021	Nonfarm Animal Caretakers	*	*	*	*	<5	10	10	Short-term on-the-job training	\$16,527	\$5.90	\$8.97

Sub-Set Totals (Top 50)	24,980	32,410	7,430	29.7%	830	510	1,340
Overall Totals	283,330	312,660	29,330	10.4%	2,930	6,840	9,770
Percent of Overall	8.8%	10.4%	25.3%		28.3%	7.5%	13.7%

See Notes At End of Workbook

Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014
(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)

Top 50 Occupations with the Most Replacements

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
41-2031	Retail Salespersons	8,650	9,840	1,190	13.8%	120	320	440	Short-term on-the-job training	\$24,274	\$6.89	\$14.06
41-2011	Cashiers	6,550	6,500	-50	-0.8%	<5	320	320	Short-term on-the-job training	\$16,360	\$6.12	\$8.74
35-3031	Waiters and Waitresses	5,000	5,770	770	15.4%	80	260	340	Short-term on-the-job training	\$14,337	\$5.89	\$7.40
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	5,020	5,800	780	15.5%	80	220	300	Short-term on-the-job training	\$15,345	\$5.94	\$8.10
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	5,550	5,780	230	4.1%	20	180	200	Short-term on-the-job training	\$23,729	\$7.66	\$13.28
43-5081	Stock Clerks and Order Fillers	3,330	3,030	-300	-9.0%	<5	120	120	Short-term on-the-job training	\$22,077	\$7.09	\$12.38
51-2092	Team Assemblers	4,360	4,650	290	6.7%	30	110	140	Moderate-term on-the-job training	\$28,571	\$8.66	\$16.27
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	5,050	5,880	830	16.4%	80	100	180	Short-term on-the-job training	\$22,290	\$7.51	\$12.32
35-3011	Bartenders	2,460	2,760	300	12.2%	30	100	130	Short-term on-the-job training	\$16,334	\$6.18	\$8.69
43-9061	Office Clerks, General	4,670	4,920	250	5.4%	30	100	130	Short-term on-the-job training	\$23,089	\$8.05	\$12.63
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	3,360	3,760	400	11.9%	40	90	130	Moderate-term on-the-job training	\$56,172	\$15.37	\$32.82

Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014
(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)

Top 50 Occupations with the Most Replacements

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
29-1111	Registered Nurses	3,870	5,120	1,250	32.3%	130	80	210	Associate or Bachelor's degree ⁽⁸⁾	\$53,212	\$20.38	\$28.18
53-3032	Truck Drivers, Heavy and Tractor-Trailer	4,920	5,560	640	13.0%	60	80	140	Moderate-term on-the-job training	\$37,536	\$13.08	\$20.53
43-3031	Bookkeeping, Accounting, and Auditing Clerks	4,440	4,640	200	4.5%	20	80	100	Moderate-term on-the-job training	\$28,190	\$9.51	\$15.58
43-6014	Secretaries, Except Legal, Medical, and Executive	4,040	3,840	-200	-5.0%	<5	80	80	Moderate-term on-the-job training	\$26,745	\$9.76	\$14.40
43-4051	Customer Service Representatives	4,670	5,490	820	17.6%	80	70	150	Moderate-term on-the-job training	\$29,010	\$9.59	\$16.12
43-3071	Tellers	1,460	1,620	160	11.0%	20	70	90	Short-term on-the-job training	\$20,531	\$8.79	\$10.41
51-9198	Helpers--Production Workers	2,520	2,630	110	4.4%	10	70	80	Short-term on-the-job training	\$25,054	\$7.99	\$14.08
43-4171	Receptionists and Information Clerks	2,480	2,910	430	17.3%	40	60	100	Short-term on-the-job training	\$23,106	\$8.36	\$12.48
43-6011	Executive Secretaries and Administrative Assistants	3,020	3,340	320	10.6%	30	60	90	Moderate-term on-the-job training	\$32,254	\$11.32	\$17.60
49-9042	Maintenance and Repair Workers, General	2,990	3,230	240	8.0%	20	60	80	Long-term on-the-job training	\$37,195	\$12.76	\$20.44
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	2,410	2,560	150	6.2%	20	60	80	Moderate-term on-the-job training	\$28,421	\$9.94	\$15.53

Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014
(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)

Top 50 Occupations with the Most Replacements

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	2,780	2,850	70	2.5%	10	60	70	Work experience in a related occupation	\$50,099	\$16.53	\$27.86
51-9196	Paper Goods Machine Setters, Operators, and Tenders	2,610	2,560	-50	-1.9%	<5	60	60	Moderate-term on-the-job training	\$34,051	\$11.37	\$18.87
35-2021	Food Preparation Workers	1,510	1,770	260	17.2%	30	50	80	Short-term on-the-job training	\$17,600	\$6.46	\$9.46
31-1012	Nursing Aides, Orderlies, and Attendants	3,780	4,380	600	15.9%	60	50	110	Postsecondary vocational training	\$23,001	\$9.34	\$11.92
35-9021	Dishwashers	1,350	1,560	210	15.6%	20	50	70	Short-term on-the-job training	\$14,143	\$5.87	\$7.26
11-1021	General and Operations Managers	2,870	3,250	380	13.2%	40	50	90	Bachelor's or higher degree + work experience	\$87,297	\$21.85	\$52.03
25-2021	Elementary School Teachers, Except Special Education	2,260	2,550	290	12.8%	30	50	80	Bachelor's degree	\$40,663	Not Available	Not Available
53-7064	Packers and Packagers, Hand	2,710	2,990	280	10.3%	30	50	80	Short-term on-the-job training	\$22,448	\$7.42	\$12.48
25-2031	Secondary School Teachers, Except Special and Vocational Education	1,850	2,040	190	10.3%	20	50	70	Bachelor's degree	\$42,717	Not Available	Not Available
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	2,480	2,590	110	4.4%	10	50	60	Work experience in a related occupation	\$41,787	\$13.58	\$23.35
39-9011	Child Care Workers	1,340	1,610	270	20.1%	30	40	70	Short-term on-the-job training	\$17,640	\$6.82	\$9.31

Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014
(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)

Top 50 Occupations with the Most Replacements

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
47-2031	Carpenters	2,600	3,120	520	20.0%	50	40	90	Long-term on-the-job training	\$40,141	\$13.29	\$22.30
13-2011	Accountants and Auditors	1,930	2,250	320	16.6%	30	40	70	Bachelor's degree	\$54,266	\$18.31	\$29.98
25-9041	Teacher Assistants	2,000	2,320	320	16.0%	30	40	70	Associate degree	\$21,870	Not Available	Not Available
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	1,510	1,750	240	15.9%	20	40	60	Work experience in a related occupation	\$27,211	\$9.52	\$14.86
35-2014	Cooks, Restaurant	1,400	1,620	220	15.7%	20	40	60	Long-term on-the-job training	\$18,893	\$6.93	\$10.16
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	580	670	90	15.5%	10	40	50	Short-term on-the-job training	\$14,630	\$5.84	\$7.63
47-2111	Electricians	1,930	2,210	280	14.5%	30	40	70	Long-term on-the-job training	\$44,188	\$15.18	\$24.28
49-3023	Automotive Service Technicians and Mechanics	1,570	1,790	220	14.0%	20	40	60	Postsecondary vocational training	\$33,084	\$9.88	\$18.92
37-2012	Maids and Housekeeping Cleaners	2,080	2,360	280	13.5%	30	40	70	Short-term on-the-job training	\$17,145	\$6.85	\$8.94
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	1,990	2,100	110	5.5%	10	40	50	Work experience in a related occupation	\$36,019	\$11.14	\$20.41
53-7051	Industrial Truck and Tractor Operators	2,170	2,230	60	2.8%	10	40	50	Short-term on-the-job training	\$31,694	\$11.38	\$17.16

Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014
(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)

Top 50 Occupations with the Most Replacements

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
43-5071	Shipping, Receiving, and Traffic Clerks	1,830	1,860	30	1.6%	<5	40	40	Short-term on-the-job training	\$27,487	\$9.50	\$15.07
51-9111	Packaging and Filling Machine Operators and Tenders	2,010	1,910	-100	-5.0%	<5	40	40	Short-term on-the-job training	\$29,153	\$10.39	\$15.83
21-2011	Clergy	*	*	*	*	20	30	50	Master's degree	\$44,799	\$15.82	\$24.40
47-2152	Plumbers, Pipefitters, and Steamfitters	1,270	1,530	260	20.5%	30	30	60	Long-term on-the-job training	\$48,117	\$16.56	\$26.42
41-2021	Counter and Rental Clerks	710	850	140	19.7%	10	30	40	Short-term on-the-job training	\$24,416	\$6.41	\$14.40
37-3011	Landscaping and Groundskeeping Workers	1,520	1,810	290	19.1%	30	30	60	Short-term on-the-job training	\$21,949	\$7.37	\$12.14
Sub-Set Totals (Excluding Clergy)		143,460	158,160	14,700	10.2%	1,570	3,890	5,460				
Overall Totals		283,330	312,660	29,330	10.4%	2,930	6,840	9,770				
Percent of Overall		50.6%	50.6%	50.1%		53.6%	56.9%	55.9%				

See Notes At End of Workbook

Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014
(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)

Top 50 Occupations with the Most Job Openings

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
41-2031	Retail Salespersons	8,650	9,840	1,190	13.8%	120	320	440	Short-term on-the-job training	\$24,274	\$6.89	\$14.06
35-3031	Waiters and Waitresses	5,000	5,770	770	15.4%	80	260	340	Short-term on-the-job training	\$14,337	\$5.89	\$7.40
41-2011	Cashiers	6,550	6,500	-50	-0.8%	<5	320	320	Short-term on-the-job training	\$16,360	\$6.12	\$8.74
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	5,020	5,800	780	15.5%	80	220	300	Short-term on-the-job training	\$15,345	\$5.94	\$8.10
29-1111	Registered Nurses	3,870	5,120	1,250	32.3%	130	80	210	Associate or Bachelor's degree ⁽⁸⁾	\$53,212	\$20.38	\$28.18
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	5,550	5,780	230	4.1%	20	180	200	Short-term on-the-job training	\$23,729	\$7.66	\$13.28
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	5,050	5,880	830	16.4%	80	100	180	Short-term on-the-job training	\$22,290	\$7.51	\$12.32
43-4051	Customer Service Representatives	4,670	5,490	820	17.6%	80	70	150	Moderate-term on-the-job training	\$29,010	\$9.59	\$16.12
51-2092	Team Assemblers	4,360	4,650	290	6.7%	30	110	140	Moderate-term on-the-job training	\$28,571	\$8.66	\$16.27
53-3032	Truck Drivers, Heavy and Tractor-Trailer	4,920	5,560	640	13.0%	60	80	140	Moderate-term on-the-job training	\$37,536	\$13.08	\$20.53
35-3011	Bartenders	2,460	2,760	300	12.2%	30	100	130	Short-term on-the-job training	\$16,334	\$6.18	\$8.69

Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014
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Top 50 Occupations with the Most Job Openings

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
43-9061	Office Clerks, General	4,670	4,920	250	5.4%	30	100	130	Short-term on-the-job training	\$23,089	\$8.05	\$12.63
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	3,360	3,760	400	11.9%	40	90	130	Moderate-term on-the-job training	\$56,172	\$15.37	\$32.82
43-5081	Stock Clerks and Order Fillers	3,330	3,030	-300	-9.0%	<5	120	120	Short-term on-the-job training	\$22,077	\$7.09	\$12.38
31-1012	Nursing Aides, Orderlies, and Attendants	3,780	4,380	600	15.9%	60	50	110	Postsecondary vocational training	\$23,001	\$9.34	\$11.92
43-3031	Bookkeeping, Accounting, and Auditing Clerks	4,440	4,640	200	4.5%	20	80	100	Moderate-term on-the-job training	\$28,190	\$9.51	\$15.58
43-4171	Receptionists and Information Clerks	2,480	2,910	430	17.3%	40	60	100	Short-term on-the-job training	\$23,106	\$8.36	\$12.48
43-3071	Tellers	1,460	1,620	160	11.0%	20	70	90	Short-term on-the-job training	\$20,531	\$8.79	\$10.41
43-6011	Executive Secretaries and Administrative Assistants	3,020	3,340	320	10.6%	30	60	90	Moderate-term on-the-job training	\$32,254	\$11.32	\$17.60
11-1021	General and Operations Managers	2,870	3,250	380	13.2%	40	50	90	Bachelor's or higher degree + work experience	\$87,297	\$21.85	\$52.03
47-2031	Carpenters	2,600	3,120	520	20.0%	50	40	90	Long-term on-the-job training	\$40,141	\$13.29	\$22.30
43-6014	Secretaries, Except Legal, Medical, and Executive	4,040	3,840	-200	-5.0%	<5	80	80	Moderate-term on-the-job training	\$26,745	\$9.76	\$14.40

Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014
(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)

Top 50 Occupations with the Most Job Openings

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
51-9198	Helpers--Production Workers	2,520	2,630	110	4.4%	10	70	80	Short-term on-the-job training	\$25,054	\$7.99	\$14.08
49-9042	Maintenance and Repair Workers, General	2,990	3,230	240	8.0%	20	60	80	Long-term on-the-job training	\$37,195	\$12.76	\$20.44
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	2,410	2,560	150	6.2%	20	60	80	Moderate-term on-the-job training	\$28,421	\$9.94	\$15.53
35-2021	Food Preparation Workers	1,510	1,770	260	17.2%	30	50	80	Short-term on-the-job training	\$17,600	\$6.46	\$9.46
25-2021	Elementary School Teachers, Except Special Education	2,260	2,550	290	12.8%	30	50	80	Bachelor's degree	\$40,663	Not Available	Not Available
53-7064	Packers and Packagers, Hand	2,710	2,990	280	10.3%	30	50	80	Short-term on-the-job training	\$22,448	\$7.42	\$12.48
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	2,780	2,850	70	2.5%	10	60	70	Work experience in a related occupation	\$50,099	\$16.53	\$27.86
35-9021	Dishwashers	1,350	1,560	210	15.6%	20	50	70	Short-term on-the-job training	\$14,143	\$5.87	\$7.26
25-2031	Secondary School Teachers, Except Special and Vocational Education	1,850	2,040	190	10.3%	20	50	70	Bachelor's degree	\$42,717	Not Available	Not Available
39-9011	Child Care Workers	1,340	1,610	270	20.1%	30	40	70	Short-term on-the-job training	\$17,640	\$6.82	\$9.31
13-2011	Accountants and Auditors	1,930	2,250	320	16.6%	30	40	70	Bachelor's degree	\$54,266	\$18.31	\$29.98

Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014
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Top 50 Occupations with the Most Job Openings

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
25-9041	Teacher Assistants	2,000	2,320	320	16.0%	30	40	70	Associate degree	\$21,870	Not Available	Not Available
47-2111	Electricians	1,930	2,210	280	14.5%	30	40	70	Long-term on-the-job training	\$44,188	\$15.18	\$24.28
37-2012	Maids and Housekeeping Cleaners	2,080	2,360	280	13.5%	30	40	70	Short-term on-the-job training	\$17,145	\$6.85	\$8.94
39-9021	Personal and Home Care Aides	1,270	1,750	480	37.8%	50	20	70	Short-term on-the-job training	\$18,906	\$7.37	\$9.95
51-9196	Paper Goods Machine Setters, Operators, and Tenders	2,610	2,560	-50	-1.9%	<5	60	60	Moderate-term on-the-job training	\$34,051	\$11.37	\$18.87
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	2,480	2,590	110	4.4%	10	50	60	Work experience in a related occupation	\$41,787	\$13.58	\$23.35
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	1,510	1,750	240	15.9%	20	40	60	Work experience in a related occupation	\$27,211	\$9.52	\$14.86
35-2014	Cooks, Restaurant	1,400	1,620	220	15.7%	20	40	60	Long-term on-the-job training	\$18,893	\$6.93	\$10.16
49-3023	Automotive Service Technicians and Mechanics	1,570	1,790	220	14.0%	20	40	60	Postsecondary vocational training	\$33,084	\$9.88	\$18.92
47-2152	Plumbers, Pipefitters, and Steamfitters	1,270	1,530	260	20.5%	30	30	60	Long-term on-the-job training	\$48,117	\$16.56	\$26.42
37-3011	Landscaping and Groundskeeping Workers	1,520	1,810	290	19.1%	30	30	60	Short-term on-the-job training	\$21,949	\$7.37	\$12.14

Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014
(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)

Top 50 Occupations with the Most Job Openings

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
31-1011	Home Health Aides	1,020	1,560	540	52.9%	50	10	60	Short-term on-the-job training	\$18,989	\$7.20	\$10.10
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	580	670	90	15.5%	10	40	50	Short-term on-the-job training	\$14,630	\$5.84	\$7.63
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	1,990	2,100	110	5.5%	10	40	50	Work experience in a related occupation	\$36,019	\$11.14	\$20.41
53-7051	Industrial Truck and Tractor Operators	2,170	2,230	60	2.8%	10	40	50	Short-term on-the-job training	\$31,694	\$11.38	\$17.16
21-2011	Clergy	*	*	*	*	20	30	50	Master's degree	\$44,799	\$15.82	\$24.40
35-2011	Cooks, Fast Food	1,020	1,180	160	15.7%	20	30	50	Short-term on-the-job training	\$15,805	\$6.16	\$8.32
Sub-Set Totals (Excluding Clergy)		142,220	158,030	15,810	11.1%	1,680	3,840	5,520				
Overall Totals		283,330	312,660	29,330	10.4%	2,930	6,840	9,770				
Percent of Overall		50.2%	50.5%	53.9%		57.3%	56.1%	56.5%				

See Notes At End of Workbook

Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014
(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)

Top 50 Occupations Losing Jobs

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
43-5081	Stock Clerks and Order Fillers	3,330	3,030	-300	-9.0%	<5	120	120	Short-term on-the-job training	\$22,077	\$7.09	\$12.38
43-6014	Secretaries, Except Legal, Medical, and Executive	4,040	3,840	-200	-5.0%	<5	80	80	Moderate-term on-the-job training	\$26,745	\$9.76	\$14.40
43-4071	File Clerks	400	240	-160	-40.0%	<5	10	10	Short-term on-the-job training	\$24,961	\$9.00	\$13.50
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	1,040	890	-150	-14.4%	<5	20	20	Moderate-term on-the-job training	\$29,763	\$10.34	\$16.30
43-4151	Order Clerks	1,010	860	-150	-14.9%	<5	20	20	Short-term on-the-job training	\$24,944	\$8.97	\$13.51
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	390	240	-150	-38.5%	<5	10	10	Short-term on-the-job training	\$23,526	\$8.48	\$12.72
41-9041	Telemarketers	880	750	-130	-14.8%	<5	10	10	Short-term on-the-job training	\$19,566	\$7.53	\$10.35
51-9111	Packaging and Filling Machine Operators and Tenders	2,010	1,910	-100	-5.0%	<5	40	40	Short-term on-the-job training	\$29,153	\$10.39	\$15.83
53-7063	Machine Feeders and Offbearers	590	490	-100	-16.9%	<5	20	20	Short-term on-the-job training	\$26,971	\$8.73	\$15.09
51-6031	Sewing Machine Operators	500	420	-80	-16.0%	<5	10	10	Moderate-term on-the-job training	\$20,764	\$7.79	\$11.08
43-9011	Computer Operators	220	140	-80	-36.4%	<5	10	10	Moderate-term on-the-job training	\$36,205	\$13.05	\$19.58
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	780	720	-60	-7.7%	<5	20	20	Moderate-term on-the-job training	\$36,178	\$12.40	\$19.89

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(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)

Top 50 Occupations Losing Jobs

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
51-9132	Photographic Processing Machine Operators	140	90	-50	-35.7%	<5	<5	<5	Short-term on-the-job training	\$19,596	\$7.61	\$10.33
41-2011	Cashiers	6,550	6,500	-50	-0.8%	<5	320	320	Short-term on-the-job training	\$16,360	\$6.12	\$8.74
51-9196	Paper Goods Machine Setters, Operators, and Tenders	2,610	2,560	-50	-1.9%	<5	60	60	Moderate-term on-the-job training	\$34,051	\$11.37	\$18.87
43-2011	Switchboard Operators, Including Answering Service	410	360	-50	-12.2%	<5	10	10	Short-term on-the-job training	\$22,437	\$7.81	\$12.27
43-4041	Credit Authorizers, Checkers, and Clerks	90	50	-40	-44.4%	<5	<5	<5	Short-term on-the-job training	\$27,765	\$9.06	\$15.49
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	1,130	1,090	-40	-3.5%	<5	30	30	Moderate-term on-the-job training	\$34,718	\$12.12	\$18.98
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	1,030	990	-40	-3.9%	<5	20	20	Moderate-term on-the-job training	\$36,486	\$13.05	\$19.79
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	360	320	-40	-11.1%	<5	10	10	Moderate-term on-the-job training	\$32,625	\$11.54	\$17.76
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	320	280	-40	-12.5%	<5	10	10	Moderate-term on-the-job training	\$31,968	\$10.75	\$17.68
43-9022	Word Processors and Typists	240	200	-40	-16.7%	<5	10	10	Moderate-term on-the-job training	\$28,575	\$10.73	\$15.24
43-9071	Office Machine Operators, Except Computer	180	140	-40	-22.2%	<5	10	10	Short-term on-the-job training	\$27,057	\$10.12	\$14.45
43-5041	Meter Readers, Utilities	60	30	-30	-50.0%	<5	<5	<5	Short-term on-the-job training	\$26,790	\$9.59	\$14.52

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(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)

Top 50 Occupations Losing Jobs

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	240	210	-30	-12.5%	<5	10	<5	Short-term on-the-job training	\$30,188	\$10.48	\$16.53
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	600	570	-30	-5.0%	<5	20	20	Moderate-term on-the-job training	\$32,684	\$11.39	\$17.88
11-1031	Legislators	490	460	-30	-6.1%	<5	10	10	Bachelor's or higher degree + work experience	\$17,161	\$5.91	\$9.42
41-2022	Parts Salespersons	450	420	-30	-6.7%	<5	10	10	Moderate-term on-the-job training	\$29,029	\$10.25	\$15.81
51-5022	Prepress Technicians and Workers	450	420	-30	-6.7%	<5	10	10	Postsecondary vocational training	\$35,814	\$12.64	\$19.51
15-1021	Computer Programmers	440	410	-30	-6.8%	<5	10	10	Bachelor's degree	\$52,718	\$18.32	\$28.86
51-9022	Grinding and Polishing Workers, Hand	230	200	-30	-13.0%	<5	10	10	Moderate-term on-the-job training	\$28,017	\$9.30	\$15.56
51-2023	Electromechanical Equipment Assemblers	150	130	-20	-13.3%	<5	<5	<5	Short-term on-the-job training	\$32,631	\$10.30	\$18.38
53-6021	Parking Lot Attendants	100	80	-20	-20.0%	<5	<5	<5	Short-term on-the-job training	\$19,404	\$7.78	\$10.11
51-4032	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	290	270	-20	-6.9%	<5	10	10	Moderate-term on-the-job training	\$29,615	\$10.05	\$16.33
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	270	250	-20	-7.4%	<5	10	10	Moderate-term on-the-job training	\$27,167	\$10.18	\$14.50
43-5021	Couriers and Messengers	230	210	-20	-8.7%	<5	10	10	Short-term on-the-job training	\$20,215	\$7.06	\$11.05

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(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)

Top 50 Occupations Losing Jobs

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	180	160	-20	-11.1%	<5	10	10	Moderate-term on-the-job training	\$27,935	\$11.20	\$14.55
51-4052	Pourers and Casters, Metal	180	170	-10	-5.6%	<5	<5	<5	Moderate-term on-the-job training	\$36,697	\$14.01	\$19.46
43-3061	Procurement Clerks	170	160	-10	-5.9%	<5	<5	<5	Short-term on-the-job training	\$29,803	\$11.56	\$15.71
41-3041	Travel Agents	160	150	-10	-6.3%	<5	<5	<5	Postsecondary vocational training	\$26,726	\$8.80	\$14.87
51-4051	Metal-Refining Furnace Operators and Tenders	150	140	-10	-6.7%	<5	<5	<5	Moderate-term on-the-job training	\$37,309	\$15.29	\$19.26
51-3093	Food Cooking Machine Operators and Tenders	140	130	-10	-7.1%	<5	<5	<5	Short-term on-the-job training	\$35,046	\$10.76	\$19.89
51-4194	Tool Grinders, Filers, and Sharpeners	100	90	-10	-10.0%	<5	<5	<5	Moderate-term on-the-job training	\$31,223	\$11.57	\$16.73
43-5011	Cargo and Freight Agents	80	70	-10	-12.5%	<5	<5	<5	Moderate-term on-the-job training	\$39,096	\$11.82	\$22.29

Also included in the top fifty but not shown to protect the confidentiality of employers are the following occupations:

51-6063	Textile Knitting and Weaving Machine Setters, Operators, and Tenders	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*
51-2022	Electrical and Electronic Equipment Assemblers	*	*	*	*	<5	20	20	Short-term on-the-job training	*	*	*
51-6061	Textile Bleaching and Dyeing Machine Operators and Tenders	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*

Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014
(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)

Top 50 Occupations Losing Jobs

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	*	*	*	*	<5	10	10	Postsecondary vocational training	*	*	*
51-2021	Coil Winders, Tapers, and Finishers	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	*	*
51-6064	Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	\$37,294	\$13.71	\$20.04

Sub-Set Totals (Top 50)	34,760	31,930	-2,830	-8.1%	0	970	960
Overall Totals	283,330	312,660	29,330	10.4%	2,930	6,840	9,770
Percent of Overall	12.3%	10.2%			0.0%	14.2%	9.8%

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Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014
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Top 50 Occupations with the Most Jobs in 2014

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
41-2031	Retail Salespersons	8,650	9,840	1,190	13.8%	120	320	440	Short-term on-the-job training	\$24,274	\$6.89	\$14.06
41-2011	Cashiers	6,550	6,500	-50	-0.8%	<5	320	320	Short-term on-the-job training	\$16,360	\$6.12	\$8.74
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	5,050	5,880	830	16.4%	80	100	180	Short-term on-the-job training	\$22,290	\$7.51	\$12.32
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	5,020	5,800	780	15.5%	80	220	300	Short-term on-the-job training	\$15,345	\$5.94	\$8.10
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	5,550	5,780	230	4.1%	20	180	200	Short-term on-the-job training	\$23,729	\$7.66	\$13.28
35-3031	Waiters and Waitresses	5,000	5,770	770	15.4%	80	260	340	Short-term on-the-job training	\$14,337	\$5.89	\$7.40
53-3032	Truck Drivers, Heavy and Tractor-Trailer	4,920	5,560	640	13.0%	60	80	140	Moderate-term on-the-job training	\$37,536	\$13.08	\$20.53
43-4051	Customer Service Representatives	4,670	5,490	820	17.6%	80	70	150	Moderate-term on-the-job training	\$29,010	\$9.59	\$16.12
29-1111	Registered Nurses	3,870	5,120	1,250	32.3%	130	80	210	Associate or Bachelor's degree ⁽⁸⁾	\$53,212	\$20.38	\$28.18
43-9061	Office Clerks, General	4,670	4,920	250	5.4%	30	100	130	Short-term on-the-job training	\$23,089	\$8.05	\$12.63
51-2092	Team Assemblers	4,360	4,650	290	6.7%	30	110	140	Moderate-term on-the-job training	\$28,571	\$8.66	\$16.27
43-3031	Bookkeeping, Accounting, and Auditing Clerks	4,440	4,640	200	4.5%	20	80	100	Moderate-term on-the-job training	\$28,190	\$9.51	\$15.58

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Top 50 Occupations with the Most Jobs in 2014

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
31-1012	Nursing Aides, Orderlies, and Attendants	3,780	4,380	600	15.9%	60	50	110	Postsecondary vocational training	\$23,001	\$9.34	\$11.92
43-6014	Secretaries, Except Legal, Medical, and Executive	4,040	3,840	-200	-5.0%	<5	80	80	Moderate-term on-the-job training	\$26,745	\$9.76	\$14.40
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	3,360	3,760	400	11.9%	40	90	130	Moderate-term on-the-job training	\$56,172	\$15.37	\$32.82
43-6011	Executive Secretaries and Administrative Assistants	3,020	3,340	320	10.6%	30	60	90	Moderate-term on-the-job training	\$32,254	\$11.32	\$17.60
11-1021	General and Operations Managers	2,870	3,250	380	13.2%	40	50	90	Bachelor's or higher degree + work experience	\$87,297	\$21.85	\$52.03
49-9042	Maintenance and Repair Workers, General	2,990	3,230	240	8.0%	20	60	80	Long-term on-the-job training	\$37,195	\$12.76	\$20.44
47-2031	Carpenters	2,600	3,120	520	20.0%	50	40	90	Long-term on-the-job training	\$40,141	\$13.29	\$22.30
43-5081	Stock Clerks and Order Fillers	3,330	3,030	-300	-9.0%	<5	120	120	Short-term on-the-job training	\$22,077	\$7.09	\$12.38
53-7064	Packers and Packagers, Hand	2,710	2,990	280	10.3%	30	50	80	Short-term on-the-job training	\$22,448	\$7.42	\$12.48
43-4171	Receptionists and Information Clerks	2,480	2,910	430	17.3%	40	60	100	Short-term on-the-job training	\$23,106	\$8.36	\$12.48
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	2,780	2,850	70	2.5%	10	60	70	Work experience in a related occupation	\$50,099	\$16.53	\$27.86
35-3011	Bartenders	2,460	2,760	300	12.2%	30	100	130	Short-term on-the-job training	\$16,334	\$6.18	\$8.69

Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014
(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)

Top 50 Occupations with the Most Jobs in 2014

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
51-9198	Helpers--Production Workers	2,520	2,630	110	4.4%	10	70	80	Short-term on-the-job training	\$25,054	\$7.99	\$14.08
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	2,480	2,590	110	4.4%	10	50	60	Work experience in a related occupation	\$41,787	\$13.58	\$23.35
53-3033	Truck Drivers, Light or Delivery Services	2,250	2,570	320	14.2%	30	20	50	Short-term on-the-job training	\$23,709	\$7.17	\$13.51
51-9196	Paper Goods Machine Setters, Operators, and Tenders	2,610	2,560	-50	-1.9%	<5	60	60	Moderate-term on-the-job training	\$34,051	\$11.37	\$18.87
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	2,410	2,560	150	6.2%	20	60	80	Moderate-term on-the-job training	\$28,421	\$9.94	\$15.53
25-2021	Elementary School Teachers, Except Special Education	2,260	2,550	290	12.8%	30	50	80	Bachelor's degree	\$40,663	Not Available	Not Available
37-2012	Maids and Housekeeping Cleaners	2,080	2,360	280	13.5%	30	40	70	Short-term on-the-job training	\$17,145	\$6.85	\$8.94
25-9041	Teacher Assistants	2,000	2,320	320	16.0%	30	40	70	Associate degree	\$21,870	Not Available	Not Available
13-2011	Accountants and Auditors	1,930	2,250	320	16.6%	30	40	70	Bachelor's degree	\$54,266	\$18.31	\$29.98
53-7051	Industrial Truck and Tractor Operators	2,170	2,230	60	2.8%	10	40	50	Short-term on-the-job training	\$31,694	\$11.38	\$17.16
47-2111	Electricians	1,930	2,210	280	14.5%	30	40	70	Long-term on-the-job training	\$44,188	\$15.18	\$24.28
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	1,990	2,100	110	5.5%	10	40	50	Work experience in a related occupation	\$36,019	\$11.14	\$20.41

Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014
(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)

Top 50 Occupations with the Most Jobs in 2014

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
25-2031	Secondary School Teachers, Except Special and Vocational Education	1,850	2,040	190	10.3%	20	50	70	Bachelor's degree	\$42,717	Not Available	Not Available
51-9111	Packaging and Filling Machine Operators and Tenders	2,010	1,910	-100	-5.0%	<5	40	40	Short-term on-the-job training	\$29,153	\$10.39	\$15.83
43-5071	Shipping, Receiving, and Traffic Clerks	1,830	1,860	30	1.6%	<5	40	40	Short-term on-the-job training	\$27,487	\$9.50	\$15.07
37-3011	Landscaping and Groundskeeping Workers	1,520	1,810	290	19.1%	30	30	60	Short-term on-the-job training	\$21,949	\$7.37	\$12.14
47-2061	Construction Laborers	1,640	1,790	150	9.1%	20	20	40	Moderate-term on-the-job training	\$34,912	\$12.87	\$18.74
49-3023	Automotive Service Technicians and Mechanics	1,570	1,790	220	14.0%	20	40	60	Postsecondary vocational training	\$33,084	\$9.88	\$18.92
35-2021	Food Preparation Workers	1,510	1,770	260	17.2%	30	50	80	Short-term on-the-job training	\$17,600	\$6.46	\$9.46
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	1,510	1,750	240	15.9%	20	40	60	Work experience in a related occupation	\$27,211	\$9.52	\$14.86
39-9021	Personal and Home Care Aides	1,270	1,750	480	37.8%	50	20	70	Short-term on-the-job training	\$18,906	\$7.37	\$9.95
43-3071	Tellers	1,460	1,620	160	11.0%	20	70	90	Short-term on-the-job training	\$20,531	\$8.79	\$10.41
35-2014	Cooks, Restaurant	1,400	1,620	220	15.7%	20	40	60	Long-term on-the-job training	\$18,893	\$6.93	\$10.16
39-9011	Child Care Workers	1,340	1,610	270	20.1%	30	40	70	Short-term on-the-job training	\$17,640	\$6.82	\$9.31

Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014
(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)

Top 50 Occupations with the Most Jobs in 2014

SOC Code	Occupational Title	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾			Typical Education and Training Path ⁽⁴⁾	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾		Average Annual Salary ⁽⁵⁾	Entry Level Hourly Wage ⁽⁶⁾	Experienced Hourly Wage ⁽⁷⁾
35-9021	Dishwashers	1,350	1,560	210	15.6%	20	50	70	Short-term on-the-job training	\$14,143	\$5.87	\$7.26

Also included in the top fifty but not shown to protect the confidentiality of employers are the following occupations:

21-2011	Clergy	*	*	*	*	20	30	50	Master's degree	\$44,799	\$15.82	\$24.40
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Sub-Set Totals (Excluding Clergy)	146,060	161,220	15,160	10.4%	1,600	3,820	5,420
Overall Totals	283,330	312,660	29,330	10.4%	2,930	6,840	9,770
Percent of Overall	51.6%	51.6%	51.7%		54.6%	55.8%	55.5%

See Notes At End of Workbook

Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014

(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)

Education or Training Path for Occupations

Typical Education or Training Path	Number of Occupations Included	Estimated Employment ⁽¹⁾				Estimated Average Annual Openings ⁽¹⁾		
		2004	2014	Change	% Change	New Jobs	Replacements ⁽²⁾	Total ⁽³⁾
All occupations	774	283,330	312,660	29,330	10.4%	2,930	6,840	9,770
Associate degree	39	6,820	8,100	1,280	18.8%	130	130	260
Bachelor's degree	112	33,590	39,650	6,060	18.0%	610	660	1,270
Master's degree	40	5,370	6,300	930	17.3%	90	110	200
First professional degree	20	2,270	2,780	510	22.5%	50	30	80
Doctoral degree	44	1,880	2,350	470	25.0%	50	40	90
Long-term on-the-job training	90	24,110	26,900	2,790	11.6%	280	520	800
Moderate-term on-the-job training	170	68,360	72,300	3,940	5.8%	390	1,440	1,830
Short-term on-the-job training	135	99,580	108,310	8,730	8.8%	870	3,070	3,940
Bachelor's or higher degree, plus work experience	34	9,250	10,330	1,080	11.7%	110	170	280
Work experience in a related occupation	40	16,030	17,520	1,490	9.3%	150	350	500
Postsecondary vocational training	50	16,100	18,120	2,020	12.5%	200	330	530

See Notes At End of Workbook

Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014

(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)

Notes:

(1) **Employment** is a count of jobs rather than people, and includes all part- and full-time nonfarm jobs. Employment does not include self-employed, unpaid family, and railroad workers. Employment is rounded to the nearest ten, with employment less than five rounded to zero. Totals may not add due to rounding.

(2) **Replacements** are an estimate of the number of job openings expected because people have permanently left a given occupation. Permanent exits occur if someone dies, retires, or otherwise leaves the labor force. Permanent exits also include openings resulting from someone permanently changing occupations. For example, a person leaves their job as a cashier and becomes a truck driver. Openings resulting from people changing employers, but staying in the same occupation are not included.

(3) **Total openings** are the sum of new jobs and replacements. Total openings are an indication of how many new people are needed to enter a given occupation.

(4) **Typical Education and Training Path** gives a general indication of the education or training typically needed in a given occupation. There may be other pathways into the occupation, as well as additional educational, training, or licensing requirements.

Short-Term On-the-Job Training: These occupations require no more than one month of on-the-job training and the training usually happens at the workplace.

Moderate-Term On-the-Job Training: Training for these occupations usually occurs at the workplace and lasts from one to twelve months.

Long-Term On-the-Job Training: These occupations require more than one year of on-the-job training, or combined work experience and classroom instruction.

Work Experience in Related Occupation: Occupations in this category require skills and experience gained in other jobs.

Postsecondary Vocational Training: These formal training programs last from a few weeks to more than a year, and are offered at vocational or technical schools.

Associate Degree: This degree requires two years of full-time academic work beyond high school.

Bachelor's Degree: This degree requires four or five years of full-time academic work at a college or university.

Master's Degree: This degree requires one to two years of full-time study beyond a bachelor's degree.

Doctoral Degree: This degree usually requires at least three years of full-time study beyond a bachelor's degree.

First Professional Degree: These degrees typically require at least two years of full-time study beyond a bachelor's degree.

Bachelor's or higher degree, plus work experience: These occupations require a bachelor's or higher degree, in addition to work experience in a related non-managerial position.

(5) **Average Annual Salary:** An occupation's average hourly wage is calculated by summing the wages of all employees in a given occupation and then dividing by the total number of employees in that occupation. In most cases, the annual average salary is equal to the average hourly wage multiplied by 2,080.

(6) **Entry Level Hourly Wage** is the average of the lower third of wages that are paid in a given occupation.

(7) **Experienced Hourly Wage** is the average of the upper two-thirds of wages that are paid in a given occupation.

(8) Depending upon the specific position and employer either an Associate or Bachelor's degree are most common.

* Data is suppressed to preserve the confidentiality of employers.

Projections information is derived using the November 2004 OES Survey, 2004 QCEW and 2004 CES (3/2005 Benchmark) data. Unpublished data from the US Bureau of Labor Statistics and US Census Bureau was also used. Wage information derived from the May 2005 Estimates Delivery System.

Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014
(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)

Notes:

To the extent possible, the projections take into account anticipated changes in Wisconsin's economy from 2004 to 2014. It is important to note unanticipated events may affect the accuracy of these projections.

Projections Methodology

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